

17 OCT 1975

MEMORANDUM FOR: Chief, Review Staff
SUBJECT : SSC-HSC Request 75-3172

1. There is no single file or file system maintained in the Office of Personnel which serves as a repository of the record of our relationships with academic or research institutions as requested in your note of 14 October 1975.
2. In a general sense, we have maintained extensive contacts with academic institutions as a result of our recruitment effort which is nation-wide. Almost without exception it can be correctly stated that the contact at any given academic institution for recruiters is the Placement Officer. As such it is essentially an institutionalized relationship rather than a personalized relationship. We have attached (Attachment A) as complete a record as we can compile of the academic institutions at which we have recruited one or more times for the period in question. We can, given additional time, identify the name of the individual who served at the noted institutions as Placement Director.
3. In addition to the above relationship, which is essentially the same relationship maintained by many other federal recruitment activities, we have during the period concerned established certain relationships which might be categorized as "special" or "particular." Among these would be the Universities Associates Program (Attachment B), the Co-op Program (Attachment C), and the Intern Program (Attachment D).
4. In all of the above formal relationships there were, of course, occasional personal relationships which grew out of formal contacts at academic institutions. We would have no way of recording those without being able to sit down with each employee who has served as a recruiter during the period concerned and ask him to record to the best of his memory those relationships which he established outside of the Placement Office.

S. All those whom we contacted were aware that the Central Intelligence Agency was the interested party and that the ultimate objective was recruitment of students for Agency employment. Also in every instance where there was a contractual relationship, an appropriate senior official of the academic institution concerned was aware of the relationship. However, the contractual relationship was not known to the individual students.

(Signed) F. W. M. Janney

F. W. M. Janney
Director of Personnel

Attachments

Distribution:

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ALABAMA

AUBURN UNIVERSITY
Auburn, AL 36830

TUSKEGEE INSTITUTE
Tuskegee Institute, AL 36088

UNIVERSITY OF ALABAMA
University, AL 35486

ARIZONA

AMERICAN GRADUATE SCHOOL
OF INTERNATIONAL
MANAGEMENT
Glendale, AZ 85306

UNIVERSITY OF ARIZONA
Tucson, AZ 85721

CALIFORNIA

CLAREMONT GRADUATE SCHOOL
Claremont, CA 91711

MONTEREY INSTITUTE OF
FOREIGN STUDIES
Monterey, CA 93940

NORTHROP INSTITUTE OF
TECHNOLOGY
Inglewood, CA 90306

OCCIDENTAL COLLEGE
Los Angeles, CA 90041

STANFORD UNIVERSITY
Stanford, CA 94305

UNIVERSITY OF CALIFORNIA-LOS
ANGELES
Los Angeles, CA 90024

UNIVERSITY OF SOUTHERN
CALIFORNIA
Los Angeles, CA 90007

COLORADO

UNIVERSITY OF COLORADO
Boulder, CO 80302

UNIVERSITY OF DENVER
Denver, CO 80210

CONNECTICUT

UNIVERSITY OF CONNECTICUT
Storrs, CT 06268

WESLEYAN UNIVERSITY
Middletown, CT 06268

YALE UNIVERSITY
New Haven, CT 06520

DELAWARE

UNIVERSITY OF DELAWARE
Newark, DE 19711

DISTRICT OF COLUMBIA

AMERICAN UNIVERSITY
Washington, D.C. 20016

CATHOLIC UNIVERSITY OF
AMERICA
Washington, D.C. 20017

FEDERAL CITY COLLEGE
Washington, D.C. 20004

GALLAUDET COLLEGE
Washington, D.C. 20002

GEORGE WASHINGTON UNIVERSITY
Washington, D.C. 20052

GEorgetown UNIVERSITY
Washington, D.C. 20007

HOWARD UNIVERSITY
Washington, D.C. 20059

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JOHNS HOPKINS SCHOOL OF
ADVANCED INTERNATIONAL STUDIES
Washington, D.C. 20036

TRINITY COLLEGE
Washington, D.C. 20017

FLORIDA

FLORIDA A AND M UNIVERSITY
Tallahassee, FL 32307

FLORIDA INSTITUTE OF
TECHNOLOGY
Melbourne, FL 32901

FLORIDA INTERNATIONAL
UNIVERSITY
Miami, FL 33144

FLORIDA STATE UNIVERSITY
Tallahassee, FL 32306

FLORIDA TECHNOLOGICAL
UNIVERSITY
Orlando, FL 32816

UNIVERSITY OF FLORIDA
Gainesville, FL 32611

UNIVERSITY OF SOUTH FLORIDA
Tampa, FL 33620

GEORGIA

ATLANTA UNIVERSITY
Atlanta, GA 30310

CLARK COLLEGE
Atlanta, GA 30310

MOREHOUSE COLLEGE
Atlanta, GA 30314

MORRIS BROWN COLLEGE
Atlanta, GA 30314

SPELMAN COLLEGE
Atlanta, GA 30310

GEORGIA INSTITUTE OF

TECHNOLOGY

Atlanta, GA 30332

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Athens, GA 30602

HAWAII

UNIVERSITY OF HAWAII AT

MANOA

Honolulu, HI 96822

IDAHO

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Lewiston, ID 83501

UNIVERSITY OF IDAHO

Moscow, ID 83843

ILLINOIS

DE PAUL UNIVERSITY

Chicago, IL 60604

ILLINOIS INSTITUTE OF

TECHNOLOGY

Chicago, IL 60616

LOYOLA UNIVERSITY OF

CHICAGO

Chicago, IL 60611

NORTHWESTERN UNIVERSITY

Evanston, IL 60201

ROOSEVELT UNIVERSITY

Chicago, IL 60605

SOUTHERN ILLINOIS UNIVERSITY

Carbondale, IL 62901

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Chicago, IL 60637

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BALL STATE UNIVERSITY

Muncie, IN 47306

INDIANA INSTITUTE OF
TECHNOLOGY
Fort Wayne, IN 46803

INDIANA STATE UNIVERSITY
Terre Haute, IN 47809

INDIANA UNIVERSITY
Bloomington, IN 47401

PURDUE UNIVERSITY
West Lafayette, IN 47907

UNIVERSITY OF NOTRE DAME
Notre Dame, IN 46556

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Valparaiso, IN 46383

IOWA

DRAKE UNIVERSITY
Des Moines, IA 50311

GRINNELL COLLEGE
Grinnell, IA 50112

IOWA STATE UNIVERSITY
Ames, IA 50010

UNIVERSITY OF IOWA
Iowa City, IA 52242

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UNIVERSITY OF KANSAS
Lawrence, KS 66044

WICHITA STATE UNIVERSITY
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BELLARMINE COLLEGE
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TRANSYLVANIA UNIVERSITY
Lexington, KY 40508

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Lexington, KY 40506

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Grambling, LA 71245

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Baton Rouge, LA 70803

TULANE UNIVERSITY
New Orleans, LA 70118

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New Orleans, LA 70125

MAINE

BOWDOIN COLLEGE
Brunswick, ME 04011

COLBY COLLEGE
Waterville, ME 04901

UNIVERSITY OF MAINE AT
FARMINGTON
Farmington, ME 04938

UNIVERSITY OF MAINE AT
PORTLAND-GORHAM
Portland, ME 04103

MARYLAND

BOWIE STATE COLLEGE
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Amherst, MA 01002

BOSTON COLLEGE
Chestnut Hill, MA 02167

BOSTON STATE COLLEGE
Boston, MA 02115

BOSTON UNIVERSITY
Boston, MA 02215

BRANDEIS UNIVERSITY
Waltham, MA 02154

CLARK UNIVERSITY
Worcester, MA 01610

HARVARD COLLEGE
Cambridge, MA 02138

LOWELL TECHNOLOGICAL
INSTITUTE
Lowell, MA 01854

MASSACHUSETTS INSTITUTE OF
TECHNOLOGY
Cambridge, MA 02139

NORTHEASTERN UNIVERSITY
Boston, MA 02115

RADCLIFFE COLLEGE
Cambridge, MA 02138

TUFTS UNIVERSITY
Medford, MA 02155

UNIVERSITY OF MASSACHUSETTS AT
AMHERST
Amherst, MA 01002

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WELLESLEY COLLEGE
Wellesley, MA 02181

WILLIAMS COLLEGE
Williamstown, MA 02167

WORCESTER POLYTECHNICA
INSTITUTE
Worcester, MA 01609

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CENTRAL MICHIGAN UNIVERSITY
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Ypsilanti, MI 48197

KALAMAZOO COLLEGE
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LAWRENCE INSTITUTE OF
TECHNOLOGY
Southfield, MI 48075

MARYGROVE COLLEGE
Detroit, MI 48221

MICHIGAN STATE UNIVERSITY
East Lansing, MI 48824

MICHIGAN TECHNOLOGICAL
UNIVERSITY
Houghton, MI 49931

NORTHERN MICHIGAN
UNIVERSITY
Marquette, MI 49855

OAKLAND UNIVERSITY
Rochester, MI 48063

UNIVERSITY OF DETROIT
Detroit, MI

UNIVERSITY OF MICHIGAN
Ann Arbor, MI 48104

WAYNE STATE UNIVERSITY
Detroit, MI 48202

WESTERN MICHIGAN UNIVERSITY
Kalamazoo, MI 49008

MINNESOTA

CARLETON COLLEGE
Northfield, MN 55057

CONCORDIA COLLEGE
Moorehead, MN 56560

HAMLINE UNIVERSITY
St. Paul, MN 55104

ST. OLAF COLLEGE
Northfield, MN 55057

UNIVERSITY OF MINNESOTA
Minneapolis, MN 55414

MISSISSIPPI

MISSISSIPPI STATE UNIVERSITY
Mississippi State, MS 39762

UNIVERSITY OF MISSISSIPPI
University, MS 38677

MISSOURI

ST. LOUIS UNIVERSITY
St. Louis, MO 63103

UNIVERSITY OF MISSOURI
Columbia, MO 65201

UNIVERSITY OF MISSOURI-KANSAS
City
Kansas City, MO 64110

MONTANA

MONTANA STATE UNIVERSITY
Bozeman, MT 59715

UNIVERSITY OF MONTANA
Missoula, MT 59801

NEBRASKA

CREIGHTON UNIVERSITY
Omaha, NB 68178

UNIVERSITY OF NEBRASKA- LINCOLN
Lincoln, NB 68508

NEW HAMPSHIRE

DARTMOUTH COLLEGE
Hanover, NH 03755

UNIVERSITY OF NEW HAMPSHIRE
Durham, NH 03824

NEW JERSEY

FAIRLIGHT DICKINSON
UNIVERSITY-MADISON CAMPUS
Madison, NJ 07940

PRINCETON UNIVERSITY
Princeton, NJ 08540

RUTGERS - THE STATE UNIVERSITY OF
NEW JERSEY

ST. PETER'S COLLEGE
Jersey City, NJ 07306

STEVENS INSTITUTE OF
TECHNOLOGY
Hoboken, NJ 07030

NEW MEXICO

NEW MEXICO INSTITUTE OF MINING
AND TECHNOLOGY Socorro, NM 87801

NEW MEXICO STATE UNIVERSITY
Las Cruces, NM 88003

UNIVERSITY OF NEW MEXICO
Albuquerque, NM 87131

NEW YORK

COLGATE UNIVERSITY
Hamilton, NY 13346

COLUMBIA UNIVERSITY
New York, NY 10027

CORNELL UNIVERSITY
Ithaca, NY 14850

FORDHAM UNIVERSITY
New York, NY 10023

NEW YORK UNIVERSITY
New York, NY 10003

RENSSELAER POLYTECHNIC
INSTITUTE
Troy, NY 12181

ROCHESTER INSTITUTE OF
TECHNOLOGY
Rochester, NY 14623

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St. Bonaventure, NY 14778

ST. JOHN'S UNIVERSITY
Jamaica, NY 11439

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BENNET COLLEGE
Greensboro, NC 27420

DUKE UNIVERSITY
Durham, NC 27706

NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY
Greensboro, NC 27411

NORTH CAROLINA CENTRAL
UNIVERSITY
Durham, NC 27707

NORTH CAROLINA STATE
UNIVERSITY
Raleigh, NC 27607

WAKE FOREST UNIVERSITY
Winston-Salem, NC 27109

OHIO

BOWLING GREEN STATE UNIVERSITY
Bowling Green, OH 43403

CASE WESTERN RESERVE
UNIVERSITY
Cleveland, OH 44106

CENTRAL STATE UNIVERSITY
Wilberforce, OH 45384

DENISON UNIVERSITY
Granville, OH 43023

JOHN CARROLL UNIVERSITY
University Heights, OH 44118

KENT STATE UNIVERSITY
Kent, OH 44242

KENYON COLLEGE
Gambier, OH 43022

MIAMI UNIVERSITY
Oxford, OH 45056

oberlin college
Oberlin, OH 44074

OHIO STATE UNIVERSITY
Columbus, OH 43210

OHIO UNIVERSITY
Athens, OH 45701

OHIO WESLEYAN UNIVERSITY
Delaware, OH 43015

UNIVERSITY OF AKRON
Akron, OH 44325

UNIVERSITY OF CINCINNATI
Cincinnati, OH 45221

UNIVERSITY OF DAYTON
Dayton, OH 45469

UNIVERSITY OF TOLEDO
Toledo, OH 43606

WILBERFORCE UNIVERSITY
Wilberforce, OH 45384

XAVIER UNIVERSITY
Cincinnati, OH 45207

OKLAHOMA

OKLAHOMA STATE UNIVERSITY
Stillwater, OK 74074

UNIVERSITY OF OKLAHOMA
Norman, OK 73069

OREGON

LEWIS AND CLARK COLLEGE
Portland, OR 97219

OREGON STATE UNIVERSITY
Corvallis, OR 97331

PORLAND STATE UNIVERSITY
Portland, OR 97207

REED COLLEGE
Portland, OR 97202

UNIVERSITY OF OREGON
Eugene, OR 97403

UNIVERSITY OF PORTLAND
Portland, OR 97203

WILLAMETTE UNIVERSITY
Salem, OR 97301

PENNSYLVANIA

ALLEGHENY COLLEGE
Meadville, PA 16335

BRYN MAWR COLLEGE
Bryn Mawr, PA 19010

BUCKNELL UNIVERSITY
Lewisburg, PA 17837

CARNEGIE-MELLON UNIVERSITY
Pittsburgh, PA 15213

DICKINSON COLLEGE
Carlisle, PA 17013

DUQUESNE UNIVERSITY
Pittsburgh, PA 15219

LEHIGH UNIVERSITY
Bethlehem, PA 18015

PENNSYLVANIA STATE UNIVERSITY
University Park, PA 16802

UNIVERSITY OF PENNSYLVANIA
Philadelphia, PA 19174

UNIVERSITY OF PITTSBURGH
Pittsburgh, PA 15260

UNIVERSITY OF SCRANTON
Scranton, PA 18510

WILKES COLLEGE
Wilkes-Barre, PA 18703

WILSON COLLEGE
Chambersburg, PA 17201

RHODE ISLAND

BROWN UNIVERSITY
Providence, RI 02912

SOUTH CAROLINA

THE CITADEL
Charleston, SC 29409

CLEMSON UNIVERSITY
Clemson, SC 29631

SOUTH CAROLINA STATE
COLLEGE
Orangeburg, SC 29117

UNIVERSITY OF SOUTH CAROLINA
Columbia, SC 29208

SOUTH DAKOTA

SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY
Rapid City, SD 57701

UNIVERSITY OF SOUTH DAKOTA
Vermillion, SD 57069

TENNESSEE

FISK UNIVERSITY
Nashville, TN 37203

UNIVERSITY OF TENNESSEE
Knoxville, TN 37916

VANDERBILT UNIVERSITY
Nashville, TN 37240

TEXAS

BAYLOR UNIVERSITY
Waco, TX 76706

BISHOP COLLEGE
Dallas, TX 75241

EAST TEXAS STATE
UNIVERSITY
Commerce, TX 75428

LAMAR UNIVERSITY
Beaumont, TX 77710

NORTH TEXAS STATE
UNIVERSITY
Denton, TX 76203

PAN AMERICAN UNIVERSITY
Edinburg, TX 78539

PRAIRIE VIEW A & M
UNIVERSITY
Prairie View, TX 77445

RICE UNIVERSITY
Houston, TX 77001

ST. EDWARD'S UNIVERSITY
Austin, TX 78704

ST. MARY'S UNIVERSITY
San Antonio, TX 78284

SOUTHERN METHODIST
UNIVERSITY
Dallas, TX 75275

SOUTHWEST TEXAS STATE
UNIVERSITY
San Marcos, TX 78666

TEXAS A & I UNIVERSITY IN
KINGSVILLE
Kingsville, TX 78363

TEXAS A & M UNIVERSITY
College Station, TX 77843

TEXAS CHRISTIAN UNIVERSITY
Fort Worth, TX 76129

TEXAS SOUTHERN UNIVERSITY
Houston, TX 77004

TEXAS TECH UNIVERSITY
Lubbock, TX 79409

UNIVERSITY OF HOUSTON
Houston, TX 77004

UNIVERSITY OF TEXAS AT
ARLINGTON
Arlington, TX 76019

UNIVERSITY OF TEXAS AT AUSTIN
Austin, TX 78712

UNIVERSITY OF TEXAS AT EL PASO
El Paso, TX 79968

UTAH

BRIGHAM YOUNG UNIVERSITY
Provo, UT 84602

UNIVERSITY OF UTAH
Salt Lake City, UT 84112

VERMONT

MIDDLEBURY COLLEGE
Middlebury, VT 05753

UNIVERSITY OF VERMONT
Burlington, VT 05401

VIRGINIA

COLLEGE OF WILLIAM AND
MARY
Williamsburg, VA 23185

GEORGE MASON UNIVERSITY
Fairfax, VA 22030

HAMPTON INSTITUTE
Hampton, VA 23668

HOLLINS COLLEGE
Hollins College, VA 24020

MARY BALDWIN COLLEGE
Staunton, VA 24401

MARYMOUNT COLLEGE OF VIRGINIA
Arlington, VA 22207

OLD DOMINION UNIVERSITY
Norfolk, VA 23508

UNIVERSITY OF RICHMOND
Richmond, VA 23173

UNIVERSITY OF VIRGINIA
Charlottesville, VA 22903

VIRGINIA COMMONWEALTH
UNIVERSITY
Richmond, VA 23284

VIRGINIA MILITARY INSTITUTE
Lexington, VA 24450

VIRGINIA POLYTECHNIC
INSTITUTE & STATE UNIVERSITY
Blacksburg, VA 24061

VIRGINIA STATE COLLEGE
Petersburg, VA 23803

WASHINGTON AND LEE UNIVERSITY
Lexington, VA 24450

WASHINGTON

GONZAGA UNIVERSITY
Spokane, WA 99202

SEATTLE UNIVERSITY
Seattle, WA 98122

UNIVERSITY OF WASHINGTON
Seattle, WA 98195

WASHINGTON STATE UNIVERSITY
Pullman, WA 99163

WEST VIRGINIA

ALDERSON-BROADDUS COLLEGE
Philippi, WV 26416

MARSHALL UNIVERSITY
Huntington, WV 25701

WEST VIRGINIA INSTITUTE OF
TECHNOLOGY
Montgomery, WV 25136

WEST VIRGINIA UNIVERSITY
Morgantown, WV 26506

WISCONSIN

MARQUETTE UNIVERSITY
Milwaukee, WI 53233

MILWAUKEE SCHOOL OF
ENGINEERING
Milwaukee, WI 53201

UNIVERSITY OF
WISCONSIN-MADISON
Madison, WI 53706

WYOMING

UNIVERSITY OF WYOMING
Laramie, WY 82071

UNIVERSITY ASSOCIATES

Individuals participating in this program assisted and advised the Agency on matters relating to and in fulfillment of our personnel requirements. In no instances did this involve the domestic gathering of intelligence, reporting on student dissidents, or the furnishing of information on confidential university matters.

FACT SHEET

The CIA Cooperative Education Program began in 1961. It has doubled in size since 1971, with about one-third of the Agency offices now employing co-ops. Long-range recruiting for occupations in short supply remains the primary goal of the program with more than 50 percent of the graduating co-ops accepting permanent positions.

Seventy-five percent of our co-op requirements are for engineering students. Another 15 percent are for mathematics, physics and chemistry majors. A few positions are available for majors in computer science, accounting or business administration, and foreign studies.

Recruiter interviews with co-op students are scheduled four to six months in advance of the co-ops availability to allow time for necessary Agency processing. The emphasis in the interview is on the suitability and interest of the student in relation to co-op requirements. Academically, most students selected have an approximate 3.0 GPA or better.

Salaries are competitive with those paid by private industry and presently range from \$564 to \$877 per month, depending on the academic year of the student. Starting salaries for graduating co-ops who become permanent employees may go as high as \$12,841 per annum.

Agency co-ops all have employee/employer relationship with the government. They undergo the same medical and security processing as do our permanent employees and receive many of the same benefits. The Agency also pays round trip travel costs from school for each work period. After appropriate orientation and initial training, co-op students are given increasingly challenging assignments commensurate with their academic training and ability to assume responsibility.

The Agency has co-op arrangements with about 30 schools east of the Mississippi River. Should requirements necessitate adding new schools, the CIA Coordinator for Cooperative Programs will visit the school, explain how cooperative education works in the Agency and provide work programs and administrative information.

The Agency is an Equal Opportunity Employer with an aggressive Affirmative Action Plan. U.S. Citizenship is normally required. For further information contact Mr. Robert H. Bell, Coordinator for Cooperative Programs, P.O. Box 9312, Rosslyn Station, Arlington, Virginia 22209.

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